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- in inciting the workers to "sabotage production".
- The production plan for 1948 was not achieved for the following reasons:
  - Local targets were deliberately falsified by anti-Communist foremen and officials in order to defeat the plan.
  - b. Approximately two million dinars a month in excess of normal allotments were spent by the Works Directorate on wagen and salaries. A number of unskilled workers, for example, were paid at skilled rates for political reasons.
  - c. Through the shortage of skilled labor, unskilled workers were assigned work which was beyond their capacities, with the result that machinery was ruined and work spoiled.
  - The accident rate and absenteeign through illness were high, the first because of the employment of unskilled labor on skilled jobs, poor lighting, and the constant shifting of workers from one department to another; the second from the antiquated condition of the factory buildings which, in winter, in vitably causes a high rate of sickness. Because of the inadequate lighting many workers refused to work the night shift, and at one time the "Martin" furnace department ceased work completely.
  - e. Output per man was reduced through discontent with these and other

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factors such as the great shortage of such accessories as asbestos clothing, eyeshields, leather overalls, and gas masks. The gas masks were requested by the Directorate two years ago.

- 5. The announcement of the new piece rates system brought the underlying discontent into the open. The older workers in particular protested that pay and conditions of work had been better before the war under the capitalist system. The most vehement opponents were the workers in the "Martin" furnace department, many of whom protested, at the factory meeting at which the new rates were announced, that the proposed differences in pay between the different categories of workers were too great, and that their department in particular would be much worse off than before.
- 6. Celesnik and Zupan and a few others, having failed to break up the official factory meeting, succeeded in calling a meeting of their own. It was attended by a large number of workers from all departments, and Celesnik and Zupan continued to address them until they were arrested by the Militia.

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